

Message

From: Kate Corbett [REDACTED]
Sent: 3/24/2008 2:28:30 PM
To: Corbett, Kate (DPH) [Kate.Corbett@state.ma.us]
Subject: FW: FYI from HR

From: nemedina@rcn.com
Subject: FYI from HR
To: [REDACTED]
Date: Mon, 24 Mar 2008 10:03:10 -0400

Nicole Medina
--Forwarded Message Attachment--
Subject: RE: Medina, Nicole
Date: Mon, 24 Mar 2008 08:25:16 -0400
From: Carol.Cormier@state.ma.us
To: nemedina@rcn.com

Sick does not change. It is always 15 days per year. Let me know if you have additional questions.

-----Original Message-----

From: N. Medina [mailto:nemedina@rcn.com]
Sent: Saturday, March 22, 2008 12:07 AM
To: Cormier, Carol (EHS)
Subject: Re: Medina, Nicole

Thank you so much for this information. I do have one last question, will the sick time rate change at the same time as the vacation or is that more years of service before that is adjusted?

Thanks again,
Nicole

----- Original Message -----

From: "Cormier, Carol (EHS)" <Carol.Cormier@state.ma.us>
To: "N. Medina" <nemedina@rcn.com>
Sent: Friday, March 21, 2008 9:59 AM
Subject: RE: Medina, Nicole

Hi,

1) Salaries are governed by the promotion rule in the union contract. (see below). In your particular case you would end up at Step 2 of a Chemist II (1758.10)

Whenever an employee receives a promotion to a higher job group, the employee's new salary rate shall be calculated as follows:

1. Determine the employee's salary rate at his/her current job group;
2. Find the next higher step within the employee's current job group, or, for employees at the maximum rate within their current job group, multiply the employee's current salary rate by one plus two one-hundredths (1.02);
3. Compare the resultant amount to the rates for the higher job group

into which the employee is being promoted;

4. The employee's salary rate shall be the first rate in the higher job group which at least equals the resultant amount.

2) Julie is going to file a maintenance reallocation which means that it is supported by management. I sent her the information yesterday.

3) Here is the link to the GIC website which has all the information on you benefits as I am not sure of what information in particular you need. <http://www.mass.gov/gic/>

4) You go to the next vacation increment at 4.5 years. However, the systems works as follows. Each July it looks at who will hit there 4.5 years in the upcoming fiscal year and in your case you will hit that in May 2009. So effective July 1 you will start earning at the higher rate so the credit you get on August 1, 2008 for the month of July will reflect the higher credit.

Please let me know if you have additional questions.

-----Original Message-----

From: N. Medina [mailto:nemedina@rcn.com]

Sent: Friday, March 21, 2008 6:23 AM

To: Cormier, Carol (EHS)

Subject: Re: Medina, Nicole

Hi Carol,

I know that I had asked you this a while ago and I spoke with Julie yesterday about the reclassifications. I had a question about if the reclassification did go thru would I begin at Chem II step 4? Also, Julie

had said that if you didn't get positive news today that she would suggest

that I file a grievance with the union to "preserve the date"? I am not

sure that I understood that but if that is what happens does that mean that

I would be paid retro from the day I filed with the union?

Also, at some point today could you possibly outline the benefits for the

Life Ins & LTD that I have. And lastly, can you tell me when it is that I

would get the additional week for vacation I can't remember if it is 4 or

4.5 years. I am getting eager b/c it will be 4 years for me on Nov 1st of this year.

Thanks again,
Nicole Medina

----- Original Message -----

From: "Cormier, Carol (EHS)" <Carol.Cormier@state.ma.us>

To: "Nicole Medina" <nemedina@rcn.com>

Sent: Wednesday, November 07, 2007 4:09 PM

Subject: RE: Medina, Nicole

Hi,

With the 3% union increase and your step increase to step 4 your new salary is \$1677.95.

If you were promoted to a Chemist II the pay rate would be \$1758.10 (Step 2). Let me know if you have additional questions. Thanks

-----Original Message-----

From: Nicole Medina [mailto:nemedina@rcn.com]
Sent: Monday, November 05, 2007 10:25 AM
To: Cormier, Carol (EHS)
Subject: Medina, Nicole

Hi Carol,

I was wondering if you could look up two things for me. I had my 3 year anniversary on 11-01-07 and I wanted to know if you could give me the new payrate. Also I am not sure when this will be taking place but can you also give me the payrate for a chem 2 and if I were to get that would it be at the 3 year payrate or would it be chem 2 first step? I am meeting with a financial planner and I need to have this information. Thanks again!

Nicole Medina
Nicole Medina

Watch "Cause Effect," a show about real people making a real difference. [Learn more.](#)